

The book was found

# The Open Organization: Igniting Passion And Performance



## Synopsis

Today's leaders know that speed and agility are the keys to any company's success, yet many are frustrated that their organizations can't move fast enough to stay competitive. The typical chain of command is too slow; internal resources are too limited; people are already executing beyond normal expectations. As the pace accelerates, how do you inspire people's energy and creativity? How do you collaborate with customers, vendors, and partners to keep your organization on the cutting edge? What kind of organization matches the speed and complexity that businesses must master - and how do you build that organization? Jim Whitehurst, CEO of Red Hat, one of the world's most revolutionary companies, shows how open principles of management - based on transparency, participation, and community - reinvent the organization for the fast-paced connected era. Whitehurst gives listeners an insider's look into how an open and innovative organizational model works. He shows how to leverage it to build community, respond quickly to opportunities, harness resources and talent both inside and outside the organization, and inspire, motivate, and empower people at all levels to act with accountability. The Open Organization is a must-listen for leaders struggling to adapt their management practices to the values of the digital and social age. Brimming with Whitehurst's personal stories and candid advice for leading an open organization as well as instructive examples from employees and managers at Red Hat and companies such as Google, The Body Shop, and Whole Foods, this audiobook provides the blueprint for reinventing your organization.

## Book Information

Audible Audio Edition

Listening Length: 6 hours and 22 minutes

Program Type: Audiobook

Version: Unabridged

Publisher: Audible Studios

Audible.com Release Date: November 3, 2015

Whispersync for Voice: Ready

Language: English

ASIN: B017HIXSIS

Best Sellers Rank: #67 in Books > Audible Audiobooks > Business & Investing > Economics

#133 in Books > Business & Money > Management & Leadership > Information Management

#246 in Books > Business & Money > Business Culture > Workplace Culture

## Customer Reviews

In *The Open Organization*, Jim Whitehurst presents a compelling, modern alternative to the traditional top-down hierarchy of business organization. Born from the open source software movement, Whitehurst advocates for a participative organization that values ability more than title. Throughout the book Whitehurst shares personal examples of his own transformation from a traditional leader to an open one. The stories are sometimes embarrassing, but his honesty and frankness are a key part of what defines a successful leader in an open organization. Even better, to my mind, are the examples that Whitehurst shares of other companies and leaders on the cutting edge of the open organization model. It's one thing to read a personal account of one company's efforts; but to see that company in the context of a larger movement to redefine the structure of success in the business world is truly eye opening. I've been using and contributing to open source software for over a decade, so much of what Whitehurst shares feels self-evident to me. Of course collaborative decision making is hard and messy, but of course the results are almost always better than one person making command decision alone. Despite my own belief in the power of openness, I had yet to see a thorough examination of the business value to such an approach, versus the community value. I had the pleasure of interviewing Jim Whitehurst for TechCrunch.com in early 2012 (<http://tcrn.ch/lx8AKF>) and the seeds of many of the ideas in *The Open Organization* were clearly present even then. Reading *The Open Organization* felt, in some ways, like the conclusion to that interview.

Almost everything I know about the "open" concept and mindset I have learned from Henry Chesbrough and Linus Torvalds. According to Chesbrough in *Open Business Models* (2006), for example, "A business model performs two important functions: it creates value and it captures a portion of that value. It creates value by defining a series of activities from raw materials through to the final consumer that will yield a new product or service with value being added throughout the various activities. The business model captures value by establishing a unique resource, asset, or position within that series of activities, where the firm enjoys a competitive advantage." Having thus established a frame-of-reference, Chesbrough continues: "An open business model uses this new division of innovation labor - both in the creation of value and in the capture of a portion of that value. Open models create value by leveraging many more ideas, due to their inclusion of a variety of external concepts. Open models can also enable greater value capture, by using a key asset, resource, or position not only in the company's own business model but also in other companies businesses." Jim Whitehurst is the CEO of Red Hat, the largest open source software company in

the world. He and Red Hat demonstrate what Chesbrough describes in these brief excerpts. As Whitehurst explains, open source "successfully harnesses the power and commitment of talent and engagers that talent in an ongoing way over time." That is, "the term 'open source' is traditionally used in the software arena [e.g.

[Download to continue reading...](#)

The Open Organization: Igniting Passion and Performance  
Catch on fire: Experiencing the father's heart for igniting our generation  
Secrets of the Secret Place: Keys to Igniting Your Personal Time with God  
Organization: The 7 Habits to Organize Your Day, Productivity, and Focus (organization, success, efficiency, declutter, focus, productive, mind control)  
Organization Development: Behavioral Science Interventions for Organization Improvement, 6th Edition  
Romans: Grace and Glory (The Passion Translation): The Passion Translation  
Find Your Passion: 6 Steps to Success in Finding your Passion for a Fulfilling Life  
Passion For Life (Quest Passion for Life Series, V. 1)  
Innovation in Open and Distance Learning: Successful Development of Online and Web-based Learning (Open and Flexible Learning Series)  
How to Open & Operate a Financially Successful Herb and Herbal Plant Business (How to Open and Operate a Financially Successful...)  
Open: Love, Sex, and Life in an Open Marriage  
Open Mind, Open Heart: The Contemplative Dimension of the Gospel  
The Three Laws of Performance: Rewriting the Future of Your Organization and Your Life  
High Commitment High Performance: How to Build A Resilient Organization for Sustained Advantage  
Encore Performance: How One Woman's Passion Helped a Town Tap Into Happiness  
Encore Performance (with embedded videos): How One Woman's Passion Helped a Town Tap Into Happiness  
Unix System V Performance Management (Prentice Hall Open Systems Library)  
Network Performance Toolkit: Using Open Source Testing Tools  
Stage Fright and Performance Anxiety: An Essential Guide to Staying Calm and Focused Under Pressure - ( How to Overcome Stage Fright and Performance Anxiety )  
Network Performance and Optimization Guide: The Essential Network Performance Guide For CCNA, CCNP and CCIE Engineers (Design Series)

[Dmca](#)